

HOMOPHOBIA

- Looking at a lesbian or gay man and automatically thinking of her/his sexuality rather than seeing her/him as a whole, complex person.
- Changing your seat in a meeting because a lesbian sat in the chair next to yours.
- Thinking you can spot some who identifies on the GLBT spectrum.
- ‘Joking’ that something (an action, an item, a person) perceived to be negative in some way is ‘gay’ (e.g. *‘that’s so gay’*).
- Thinking that a lesbian (if you are female) or gay man (if you are male) is making sexual advances if she/he touches you.
- Feeling repulsed by public displays of affection between lesbians and gay men but accepting the same displays of affection between heterosexuals.
- Someone complementing another person of the same gender and then assuring them that *‘don’t worry, I’m not gay’*, implying that that would be negative/bad.
- Not confronting a homophobic remark for fear of being identified with lesbians and gays.
- Assuming that someone is in a heterosexual relationship (e.g. asking a woman ‘so do you have a boyfriend/husband?’) is an example of a heteronormative stereotype.
- Not asking about a woman’s female partner or a man’s male partner although you regularly ask “How is your husband/wife?” when you run into a heterosexual friend.
- Feeling that gays and lesbians are too outspoken about lesbian and gay civil rights.
- Feeling that discussions about homophobia are not necessary since you are “okay” on these issues.
- Assuming that everyone you meet is heterosexual.
- Being outspoken about gay rights, but making sure everyone knows you are straight.
- Feeling that a lesbian is just a woman who couldn’t find a man or that a lesbian is a woman who wants to be a man.
- Feeling that a gay man is just a man who couldn’t find a woman or that a gay man is a man who wants to be a woman.
- Worrying about the effect a lesbian or gay volunteer/co-worker will have on your work or your clients.
- Failing to be supportive when your gay friend is sad about a quarrel or breakup.
- Asking your lesbian or gay colleagues to speak about lesbian or gay issues, but not about other issues about which they may be knowledgeable.
- Focusing exclusively on someone’s sexual orientation and not on other issues of concern.
- *‘Oh, you don’t look like you’re gay/a lesbian/bi/queer’* – this is based on damaging stereotypes about LGBTQA+ people, and wrongly implies you can ‘tell’ someone’s sexual orientation by their appearance.
- Being afraid to ask questions about lesbian or gay issues when you don’t know the answers.